Skill-based training design

The paper " Skill-Based Training Design" is a wonderful example of an assignment on human resources. The purpose of this training is to introduce learners to skill-based Training design that also has a module that gives insight into the design and implementation of skill-based human resource management training program. This approach is pegged on the skill-based pay systems that can be explained by the fact that other than the title an individual holds; the system should compensate employees in terms of collection of skills and competencies (Piskurich, 2003). Notably, implementing this systematic approach will lead to one of the newest and fastest diffusing compensation novelties in the United States. This approach is time-saving and efficient in dealing with many employees at a time. Therefore, the skill-based pay approach can be introduced in organizations that pay exceptionally high incomes, provide unusually high levels of training, and make broad use of employee participation practices such as self-managed groups including open sharing of corporate information fixed with various pay inventions. However, the approach is rarely endorsed as a separate innovation (Piskurich, 2003). Nonetheless, it is bundled with other inventions during implementation. It should be noted that designing and implementing the skill-based pay system, the corporate ought to first plan the work to be completed. The outlined work ought to be assigned between persons and teams with their respective skills and levels of training. Additionally, the intended training must be closely related to skill blocks satisfied in the pay system since the training program focuses on major segments that constitute a skill-based pay approach and its implications. Upon accomplishment of this training program, the learner will be able to

understand and demonstrate how skill-based pay approach in human resource management training can be applied in different business environments (Piskurich, 2003). Otherwise, the programs must not be applied or implemented since it will be of no benefit to the organization.

Module 1: Fundamentals of Skill-based Pay Approach

This designing and implementing the skill-based pay approach must follow the following fundamental requirements:

Define skill – this approach skills must be defined as organizing principles of human resource management

Describe skill – the skill should be understood as a mixture of individuals' expertise in relation to organizational needs

Align skill mixture – this must be defined according to the human-resource subsystems requirements in the organization. The major elements to be considered in this aligned include the pay systems, teaching systems, progress systems, assortment system, career, and the evaluation system).

Design and implementation of the skill-based pay approach system

After understanding and ascertaining the fundamental requirements of the programs (Piskurich, 2003), it would be vital to work on the appropriated and implementable design.

Module 2: Work Design

The work design must:

Outline the work to be completed by individuals and groups

Develop persons' descriptions

Ascribe team job descriptions based on skill mixes

Establish knowledge work situations best suited for different skill mixes

Module 3: Skill-Based Pay systems

Identify skill blocks desirable to the organization and fitting for different needs.

Design remuneration strategies based on work design and skills

List likely remuneration options based on skill blocks

Explain how skill-based pay strategies allow systems to work successfully

Establish bases for rewards for unspecified skill applications like learning the principle of multiple jobs

Module 4: Skill-based Pay for performance

Establish bases for unit payments and team payments

Quantify skill performance of individual employees

Measure individual benefits in relation to team performance

Module 5: Skill-Based Pay approach Training and development (Testing skill-based pay approach)

List considerations for assessment and evaluation of individual skill-based pay strategies

Explain how training and expansion are critical in human resource management

Outline the skill certification process and expenses for training

Module 6: Career and selection system (User Experience and Delivery)

Conceptualize multiple skill acquisition tracks

Consider alternative career development tracks in organization

Discuss how skill-based tactics help in meeting organizational short and long-term goals.

Module 7: Labor Relations

Consider roles of human resource management unions in regulating skill-based pay approach principles such as pay raises, job security, and availability of learning opportunities

Describe concepts of compensation as outlined in the organizations' contractual agreement or according to the human resource terms of employment and promotion.

Module 8: Wrap up of skill-based pay approach

Consider the Merits of skill-based pay approach in human resource management

Consider Demerits of skill-based Approach in human resource management

Evaluate the area that needs amendments and considers adjusting to the same.